



NEW HORIZON COLLEGE OF ENGINEERING

Autonomous College Permanently Affiliated to VTU, Approved by AICTE & UGC
Accredited by NAAC with 'A' Grade, Accredited by NBA

RESEARCH PROMOTION POLICY (with effect from AY 2023-24)

Incentives & Other Benefits for Faculty Members

The Management provides seed money for faculty members to encourage them to involve in research activities like fetching of research funds/ grants, consultancy, publications in Scopus / WoS indexed journals and conferences. In order to inculcate and imbibe a vibrant research culture at NHCE the policy for awarding incentives and other benefits for the Faculty Members to motivate and involve in R&D Activities like Publications / Funding / Consultancy is being enhanced.

Category 1: Funded R&D Projects from the Government / Industries

10 % of the project value for a team of faculty involved in getting research grants. The breakup of 10% Financial Incentives - PI / Co-PI shall be provided @10%(PI will get 7 % and Co-PI's will share 3%. If there is only PI for the project, PI will get 10%).

Category 2: Consultancy / Testing Projects from the Government / Industry / NGO (Non-Governmental Organisation)

1. 70% of the surplus revenue after deducting all the expenses for project completion, will be shared by the team members of the project if Institution resources / laboratories are not used.
2. 30% of the surplus revenue after deducting all the expenses for project completion, will be shared by the team members of the project if Institution resources / laboratories are used for carrying the consultancy work.

Category 3: Organizing funded Seminars / Conferences / Workshops / STTP and Others

1. 10% of the receipt value for the team members where financial benefits are not provided for the coordinators by the concerned agency.
2. The breakup of 10% Financial Incentives - - PI / Co-PI shall be provided @9%, (PI will get 7 % and Co-PI's will share 2%. If there is only PI for the project PI will get 9%), HOD @1%, respectively

Renuka
27/11/23

Anandh
27/11/23

Santhosh
27/11/23

Mangath
27/11/2023

Category 4: Scopus/WoS Research Publications, Book Publications and Patents

4a: Mandatory Publications - (Refer Appraisal Policy)

1. Research Papers in IEEE Transactions, IET Journals, Elsevier, Taylor & Francis, Springer etc. i.e. **Q1 and Q2 journals** –Rs. 15,000 /- per paper if author is first author / corresponding author, Rs.10,000/- for 2nd author position and Rs.5,000 /- for 3rd author position.
2. Research Papers in Quality Journal (Scopus / WoS) listed as **Q3 and Q4 Journals**- Rs. 8,000 /- per paper if author is first author / corresponding author, Rs.6,000/- for 2nd author position and Rs.4,000 /- for 3rd author position.
3. Any Scopus/WoS index (external) conference paper Rs.7,500/- for 1st author position. (Not applicable for MRTM which is IEEE conference conducted by NHCE)
4. Patent – Expenses for IPR(Patent/design/trademark/copyright/GI) filing, publishing and examination if required will be borne by NHCE if college is applicant.
5. Patent – An amount of Rs.10,000/- will be paid towards granting of patent with NHCE affiliation for the group of faculties.
6. Academic Book (as Author/Joint Author) with Quality Publisher – Rs. 5000/- per book limiting to 10000/- per year

4b: Additional Incentives:

In order to improve our publication quantity and quality, for the Faculty members publishing over and above the mandatory publications, the following additional incentive schemes are approved by the management. **Additional incentives are applicable if and only if the mandatory publications (journal and conference) are completed by the faculty members.**

1. Q1/Q2 incentive of Rs. 30,000/- applicable If 1st author/corresponding author position.
2. Q1/Q2 incentive of Rs. 20,000/- applicable If 2nd author position.
3. Q3/Q4 incentive of Rs. 20,000/- applicable If 1st author/ corresponding author position.
4. Q3/Q4 incentive of Rs. 10,000/- applicable If 2nd author position.
5. Any Scopus index journal of Rs.10,000/- applicable for 1st / corresponding / 2nd author position.
6. Any Scopus index Conferences of Rs.7,500/- applicable for 1st author position and Rs.5000/- for 2nd author position.
7. Any Scopus index journal/Conferences of Rs.2000/- applicable for 3rd author position onwards.
8. Book Chapters/ News letters (Non – conference chapters) which are indexed in Scopus / WoS incentive of Rs. 3000/- for 1st /2nd author position

Category 5: Attending Workshops / Faculty Development Programs / MOOC

[Handwritten signature]

Ravathi
27/11/23

Anandhi
29/11/23

Sujeev
28/11/23

Maya
29/11/2023

*All incentives will be paid only if "New Horizon College of Engineering, Bangalore" is the affiliation in all the required correspondences and evidentiary documents/papers.

*Above Incentives will be provided once a publication is indexed / appears in Scopus / WoS, as and when the grants / consultancy amounts are released, books are published, the book chapters, Newsletters are published and indexed, patents are granted/ published.

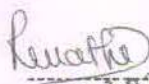
*The incentives will be paid for only ONE (FIRST) author of NHCE if multiple authors are from NHCE.


*All publications and project/consultancy funding with documentary evidences must be approved by Dean – R&D / Principal.

*50% of the incentives will be paid once the work is allotted or project is sanctioned and other 50% after submitting utilization certificate and getting NoC from concerned authorities/ agencies.


* For Books and Book chapters hard copies should be submitted to NHCE library and incentive form should be duly signed and stamped by Director – Library and Alumni Relations.


* The incentive forms for publications should be submitted along with the full-length paper, Scopus author preview/ SCIMAGO journal preview


27/11/23
Dean-R&D


27/11/23
Dean (Academics)


27/11/23
Dean - QAIE


Exec. Director- HR


Principal

NEW HORIZON COLLEGE OF ENGINEERING

HE.

Points discussed regarding predetermined requisite for the Appraisal of the faculty members
With effect from the Academic Year 2023 -24

Date: 07-Dec-23

Particulars	Criteria
I) Publications & Patents	<p>I) Professors should publish</p> <ol style="list-style-type: none">Three papers under Q rated Journal, any author position.Three papers under WoS / Scopus indexed Journal / Conference publication as First AuthorAtleast two patents per year with NHCE affiliation as an applicant and first inventor <p>II) Associate Professors should publish</p> <ol style="list-style-type: none">Two papers under Q rated Journal, any author position.Three papers under WoS / Scopus indexed Journal / Conference publication as a First AuthorAtleast one patent per year with NHCE affiliation as an applicant and first inventor <p>III) Sr. Assistant Professors and Assistant Professors should publish</p> <ol style="list-style-type: none">One paper under Q rated Journal, any author position.Two papers under WoS / Scopus indexed Journal / Conference publication as a First AuthorAtleast one patent per year with NHCE affiliation as an applicant and first inventor
II) Research and Consultancies	<p>I) Professors should get a research grant of Rs. 2 Lakhs or Consultancy of Rs. 1 Lakh in an academic year.</p> <p>II) Associate Professors should get a research grant of Rs. 1.0 Lakh or Consultancy of Rs. 50,000/- in an academic year.</p>
III) MOOC	<p>1. As per AICTE all the faculty members who have less than 5 years of experience, should mandatorily complete the following 8 modules under NITTR within 2 years of their appointment.</p> <ol style="list-style-type: none">Orientation towards Technical Education & Curriculum AspectsProfessional ethics and sustainabilityCommunication skills, modes and knowledge disseminationInstructional planning and deliveryTechnology enabled learning and life-long self-learningStudent assessment and evaluationCreative problem solving, innovation and meaningful R&DInstitutional Management and Administrative procedures



To
The Principal
New Horizon College of Engineering
Bangalore

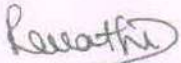
Respected Sir,

Sub: suggestion to modify appraisal policy – reg.

As we are aware that research publications in Scopus indexed and quality journals are need of the hour for educational institutions to compete in the National Institutional Ranking Framework. To enhance the number of Scopus indexed and quality publications our management has rolled out a very lucrative research promotion policy. We have seen a good increase in the number of publications compared to the last year. To increase the number of Scopus indexed publications, the following points are proposed for the appraisal policy with respect to research (Journal publications, conference publications, research grants and consultancy). This is done after the meeting during which detailed discussions were held with Dean – Academics, Dean – QAIE, Executive Director – HR and Principal.

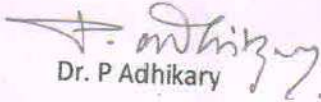
The proposed points are attached herewith for your kind consideration and approval

Regards



Dr. Revathi V

Dean – R & D



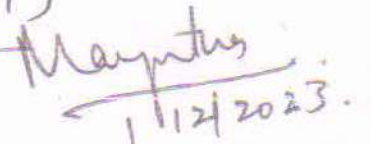
Dr. P Adhikary

Asso. Head – R & D

To,

The Executive
Director - HR

Proposed Appraisal policy
for the ~~next~~ Academic year 2023-24
submitted by the undersigned in consultation
with all the Deans. I request you to
do the further recommendation and approval
(Inline with Annual TARGET)


1/12/2023.